



MINUTES

ADJOURNED

CITY COUNCIL

TEAMBUILDING SESSION

MARCH 14, 2005

An adjourned meeting of the City Council of the City of Rolling Hills Estates was called to order at 8:15 a.m. in the City Council Chambers, 4045 Palos Verdes Drive North, by MAYOR ADDLEMAN.

COUNCIL MEMBERS PRESENT: Addleman, Mitchell, Seamans, Zerunyan, Zuckerman

CITY STAFF PRESENT: Doug Prichard, City Manager
Sam Wise, Assistant City Manager

CONSULTANTS: John Baker, Project Manager
Gary Suiter, Facilitator

Mr. Suiter reviewed the objectives of the meeting and the COUNCIL discussed the philosophy of governance and the mission of the City as an organization.

All members present discussed their backgrounds and the abilities they possess that are of value to the organization. Further discussion ensued regarding the qualities of Rolling Hills Estates that are important to preserve and enhance, including such things as public safety, quality development, semi-rural character, recreational opportunities, etc.

Mr. Suiter and Mr. Baker discussed proposed roles for the MAYOR, CITY COUNCIL, management and staff offering examples of effective team interaction and how the roles of each level of the organization have the potential for overlapping responsibilities, which may occasionally lead to confusion.

COUNCIL then discussed their effectiveness as a team, including communication preferences, learning styles and expectations.

Discussion ensued regarding the purpose, structure and parameters of COUNCIL ad hoc committees with the COUNCIL directing the City Manager to bring a report back recommending whether or not certain committees should be made standing, continue as ad hoc or be disbanded. A great deal of discussion centered around the value of these ad hoc committees and their demands on both COUNCIL and staff time.

Brief discussion ensued regarding the COUNCIL'S philosophy regarding the organization's place in the market with respect to salary and benefits for staff. It was the general consensus of the COUNCIL that the organization should be at or slightly above the market average in order to attract and retain quality employees.

The accomplishments of the day were summarized by Mr. Suiter.
There being no further business, the meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Douglas R. Prichard
City Clerk

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